



County of Los Angeles CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA
Chief Executive Officer

May 16, 2013

To: Supervisor Mark Ridley-Thomas, Chairman
Supervisor Gloria Molina
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

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Fourth District

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Fifth District

CIVIL SERVICE RULES

This is in response to the February 19, 2013, Board Order asking for recommendations to address the issue of Union and Civil Service rules that prohibit or handicap the Department of Children and Family Services (DCFS) from making the necessary changes to address the care of children.

There are no Civil Service issues that affect the department's ability to care adequately for the children under its supervision. The department has been able to hire sufficient numbers of Children's Social Workers (CSWs) to ensure that caseloads are within the limits established by the union contract.

With regard to Union rules, there is one provision within the contract that needs to be addressed: the transfer language. Current provisions require the department to transfer CSWs who have been at the same office for a year upon request. This has resulted in certain offices being chronically short of experienced staff. An example is the Compton and Wateridge offices. Although the department assigns as many employees as necessary to these offices, they request transfers as soon as possible. The contract language restrictions mean that employees assigned are mostly new hires, resulting in the least-experienced staff working in areas with complex problems.

The CSW contract expires in September of this year, and we will negotiate a successor agreement with SEIU Local 721 this summer. At that time, we will propose changes to the transfer language which we hope will make it easier for the department to staff all areas to improve the care of children.

WTF:JA:RM
RA:rlf

c: Executive Office, Board of Supervisors
County Counsel
Philip Browning, Director, Children's Services

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